



# FIRE SUPPRESSION AIDES

MOU Contract 2019-2024

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

*Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

**Vacation** 80-160 hours per year  
*Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year*

**Sick** 3.69 hours per pay period

**Holiday** 13 + 1 floating per year

**Bereavement** 2 days per occurrence  
*(3 if traveling >1,000 miles)*

**Perfect Attendance Leave (PAL)** Up to 16 hours PAL or annual gym membership reimbursement up to \$299

### MEDICAL PREMIUM SUBSIDY

Employee-Only	\$203.81
Employee +1	\$354.58
Employee +2 or more	\$503.41

### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.

### DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*

### VISION

No Cost for Employee and Dependent Coverage.



## Employees are our most valuable resource.

### COUNTY-PAID BENEFITS

#### STATE DISABILITY INSURANCE

Premium paid by Employer

#### BASIC TERM LIFE INSURANCE

\$25,000

#### RETIREMENT

##### **SBCERA Retirement Formulas**

*Reciprocity provisions may apply*

**Tier I** 3.0% AT AGE 50  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.7% at age 657  
*Hired ON or AFTER Jan 1, 2013*

##### **457(b) Deferred Compensation**

Eligible after one year of continuous service in a regular position County matching contribution ½ times employee contribution, up to 0.5%.

##### **Retirement Medical Trust (RMT)**

###### **County Contribution**

(Based on continuous years of service):

10-14 years = 1.0% of biweekly base salary  
15-19 years = 1.25% of biweekly base salary  
20+ years = 1.5% of biweekly base salary

###### **Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

### VOLUNTARY PARTICIPATION PROGRAMS

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$2,750 annually. "Gold" level plan enrollees are eligible for a match up to \$10 per pay period.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="http://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="http://www.sbcounty.gov/rideshare">www.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="http://sbcounty.perkspot.com">sbcounty.perkspot.com</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="http://www.sbcounty.gov/wellness">www.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.